

CHULA VISTA
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FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, L.A.F.F.

PROPOSALS:

IAFF submits the instant proposal for article 3.01 WORK PERIOD.

CURRENT LANGUAGE:

3.01 WORK PERIOD

I. Fire Suppression – Members of represented classifications assigned to this division shall work on a 56-hour week, three platoon basis. The duty schedule shall include eight (8) 24-hour shifts (totaling 192 hours) in a twenty-four (24) day duty cycle. Each 24-hour shift will begin and end at 7:30a.m.

The city has enacted the 7K exemption for Fire Suppression personnel as permitted under the Fair Labor Standards Act. This includes a 24-day work period which coincides with the 24-day duty cycle described in the previous paragraph.

II. Training Division – members of represented classifications assigned to this division shall work 40 hours per week.

The work period (week) for non-Suppression personnel is a fixed and regular recurring period of 18 consecutive hours (7 consecutive 24-hour periods). The work week for non-Suppression personnel begins at 12:01 a.m. on Friday morning and ends at 12:01 a.m. the following Friday morning.

CONCERN:

II. Paragraph 1- Prevention Division or other 40 hr. work week assignments are not mentioned in the existing language.

II. Paragraph 2- Employees who work a 40 hr. work week have options as to the days/ hours worked. Employees may be assigned a particular schedule which may not necessarily be the best fit. Flex time is a current practice.

III. Currently, Fire Prevention employees are forced to use leave to rest the following morning after working at an active fire investigation through the night/ early morning. Under the City's last counterproposal, for the rest period to be applicable the employee would have to work 4 hours after midnight and it would have to occur on a day that is in between shifts, e.g. employee would have to be called back on a day that occurs between normal days at work and work past 0400 hours. The City's counterproposal contradicts the 'Intent' statement in paragraph 1.

PROPOSAL:

3.01 WORK PERIOD

I. Fire Suppression – Members of represented classifications assigned to this division shall work on a 56-hour week, three platoon basis. The duty schedule shall include eight (8) 24-hour shifts (totaling 192 hours) in a twenty-four (24) day duty cycle. Each 24-hour shift will begin and end at 7:30a.m.

The city has enacted the 7K exemption for Fire Suppression personnel as permitted under the Fair Labor Standards Act. This includes a 24-day work period which coincides with the 24-day duty cycle described in the previous paragraph.

II. Training Division, **Prevention Division, and other 40-hour work week assignments** – members of represented classifications assigned to this division shall work 40 hours per week.

The work period (week) for non-Suppression personnel is a fixed and regular recurring period of 18 consecutive hours (7 consecutive 24-hour periods). The work week for non-Suppression personnel begins at 12:01 a.m. on Friday morning and ends at 12:01 a.m. the following Friday morning. **Represented employees shall have the flexibility to choose the weekly work schedule, i.e. 4/10, 9/80, 5/8, etc. Flex time shall be allowed for those on a 40 hour work week.**

III. Fire Investigations Rest Period – It is the purpose and intent to provide guidelines to Fire Investigators and their supervisors to ensure that Fire Investigators receive an adequate rest period **before** work shifts in order to perform their work duties in a safe and efficient manner. This section is a "work in progress" and this section may be modified **at any time by the City upon written notice from the City to IAFF as part of a meet and confer process**. It is the intent of the City and IAFF to allow for seven (7) total hours for rest and recovery during any given 24-hour period.

If a Fire Investigator is called into work outside of their normal work shift, and as part of that working period, the Fire Investigator does not have at least seven (7) consecutive hours of rest (midnight to 0700) prior to the beginning of their normal work shift then the Fire Investigator has the option to take seven (7) consecutive hours off for rest. The City will pay, hour-for-hour up to a maximum of four (4) hours, for rest period hours that extend into the employee's normal work shift. The employee may take leave for the remaining rest period hours that also extend into the employee's normal work shift hours. **This proposal does not allow a Fire Investigator to voluntarily leave an active fire investigation scene for rest.**

RESULTS:

- II. Paragraph 1- As current members of Local 2180, Prevention Division employees will be recognized in this paragraph.
- II. Paragraph 2- Employees will be able to select the work schedule which will allow the employee to be the most available for work. The current practice of flex time is now written into the MOU for clarification.
- III. Fire Prevention employees are able to rest and recover after working through the night. This provides a safe environment for employees.